

SP 22.3 Equal Employment Opportunity Requirements

Substantive changes made for the 3-29-06 version:

1. Removes “Exemptions” from SCOPE since the SP applies to all subcontracts.
2. Adds definition for the Equal Opportunity Clause.
3. Expands and updates PROCEDURES section to address compliance with the *Vietnam Era Veterans’ Readjustment Assistance Act of 1972*, the *Veterans Employment Opportunities Act of 1998*, and other related DOL regulations pertaining to employment of veterans.
4. Expands and updates PROCEDURES section to address compliance with the *Rehabilitation Act of 1973*, Executive Order 11758, and related DOL regulations relating to employment and treatment of individuals with physical or mental disability.
5. Clarifies procedural guidance to be followed when the *Equal Opportunity* clause is included or is expected to be included in a subcontract.
6. Specifies that the *Equal Opportunity* clause (FAR 52.222-26) shall be included in all written subcontracts that are not exempted by the rules, regulations, or orders of the Secretary of Labor issued under Executive Order 11246, as amended; except for subcontracts where employees not recruited within the United States will perform work outside the United States.
7. Updates guidance as to when (1) *Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans* and (2) *Affirmative Action for Workers with Disabilities* will be included in subcontracts.
8. Adds instruction on implementation of enforcement actions or sanctions when subcontractor violation of EEO related laws, rules, regulations, or orders is discovered.
9. Updates REFERENCES to reflect Prime Contract 31 clauses.